



Department of Energy
National Nuclear Security Administration
Service Center
P. O. Box 5400
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MAY 27 2008

MEMORANDUM FOR: Distribution

FROM:

Karen L. Boardman, Chairperson, Federal Technical Capability Panel

SUBJECT:

Quarterly Report on Federal Technical Capability - 08-NA SC-003

This Quarterly Report on the Federal Technical Capability Program (FTCP) contains information on the status of qualifications in the Technical Qualification Program (TQP) and technical skill gaps as of March 31, 2008.

Attachment 1 provides the Status of Qualifications in the TQP. The U.S. Department of Energy (DOE) goal is to exceed 80% "fully qualified or on schedule for qualification" for all personnel in the TQP. Currently, this overall DOE TQP qualification rate is 90%. Three offices are below the 80% goal, but are actively working to correct their staffing shortfalls. In addition, 68 % of all required personnel are fully qualified. Headquarters and site office managers are encouraged to maintain emphasis on the timely qualifications of their technical personnel. A second goal is that there will be no personnel participating in the TQP who are overdue in their qualifications. The number of personnel overdue in their qualifications is 34.

Attachment 2, 3, 4 and 5 provide specific status of qualifications for Facility Representatives (FR), Senior Technical Safety Managers (STSM), Nuclear Safety Specialists (NS), and Safety System Oversight (SSO) personnel, respectively. General status of qualification in these areas is:

FR	-	90% fully qualified or on schedule for qualification; 79% fully qualified
STSM	-	89% fully qualified or on schedule for qualification; 62% fully qualified
NS	-	90% fully qualified or on schedule for qualification; 73% fully qualified
SSO	-	74% fully qualified or on schedule for qualification; 60% fully qualified

Attachment 6 shows the status of overall TQP qualifications. Attachments 7 and 8 provide trend data for overall TQP qualification and staffing shortfalls. More detailed Facility Representatives qualification data is published quarterly by the Facility Representative Program Manager.

MAY 27 2008

If you have any questions or comments, please contact me, or your staff may contact Robert McMorland at (202) 586-0057.

Attachments

cc w/attachments:

FTCP Agents

E. White, NNSA SC

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Manager, Savannah River Operations Office (SR)

Manager, Savannah River Site Office (SRSO)

Manager, Y-12 Site Office (YSO)

Senior Advisor for ES&H (NA-3.6)

Status of Qualifications in the Technical Qualification Program (TQP)

March 31, 2008

Update Frequency: Quarterly

OVERALL TQP QUALIFICATIONS										
Office		Number of Capabilities Needed (e.g. Based on Annual Workforce Analysis) (C)	Number of Capabilities Staffed by Onboard, Fully Qualified Personnel (D)	Number of Capabilities for Which Onboard Staff are Engaged in Initial Qualification, or are Overdue Either for Initial Qualification or Requalification (Includes Column F) (E)	Number of Capabilities for Which Onboard Staff are Overdue to Complete Initial Qualification or Requalification (F)	Staffing Shortfall, i.e. Number of Capabilities for Which Personnel are Not Onboard =C-(D+E)	Percentage of Capabilities for Which Staff are Onboard =(D+E)/C	Percentage of Capabilities Staffed by Onboard, Fully Qualified Personnel =D/C	Percentage of Capabilities for Which Onboard Staff Are Either Fully Qualified or on Schedule for Qualification =((D+E)-F)/C	Comments
National Nuclear Security Administration (NNSA)										
Los Alamos Site Office	LASO	108	37	37	3	34	69%	34%	66%	See notes 1. & 2.
Livermore Site Office	LSO	48	34	13	1	1	98%	71%	96%	LSO Deputy Manager position on hold.
Nevada Site Office	NSO	54	31	18	6	5	91%	57%	80%	NSO will likely fill the 8th and 9th STSM positions and Technical Trainer position by the end of FY08 Q3. In Q2, NSO lost some fully qualified See STSM, SSO and NS tables for staffing shortfall comments.
Pantex Site Office	PXSO	46	33	9	0	4	91%	72%	91%	Currently recruiting for Assistant Manager for Mission Assurance.
Savannah River Site Office	SRSO	18	11	6	0	1	94%	61%	94%	Civil/Structural Engineer and Electrical Systems coverage provided through matrix support from NNSA/SC; NSS shortfall in review through SBP Staffing Analysis.
Sandia Site Office	SSO	40	33	4	1	3	93%	83%	90%	YSO recruiting for two positions vacated due to retirement. Additional shortfall due to anticipated needs for future project needs for HEUMF and
Y-12 Site Office	YSO	92	71	7	0	14	85%	77%	85%	
NNSA Headquarters	NA-HQ	86	45	41	14	0	100%	52%	84%	
NNSA Service Center	NA-SC	37	32	4	0	1	97%	86%	97%	3 New NSS' have been hired.
NNSA Totals		529	327	139	25	63	88%	62%	83%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	11	9	2	0	0	100%	82%	100%	
CBC and OSS&SP Field Personnel	CBC & OSSSP	33	26	6	0	1	97%	79%	97%	EMCBC, EM Cadre & field personnel at ANL, BNL, Denver, FCP, GJO, OAK, MCP, SPRU & WVDP. 1 FR position has been advertised.
Office of River Protection	ORP	90	45	24	0	21	77%	50%	77%	21 capabilities will be filled by hiring 18 personnel.
Portsmouth/Paducah Project Office	PPPO	25	16	5	0	4	84%	64%	84%	PPPO has a continuous posting for the two Facility Representative positions. Waiting on Executive Resource Approval for the Senior Technical Advisor position. Reviewing recruitment options for the Portsmouth Site Lead
Richland Operations Office	RL	76	45	31	7	0	100%	59%	91%	7 new TQP positions were added and 3 others removed due to mid-year needs assessment and project completion.
Savannah River Ops. Office	SR	228	183	38	0	7	97%	80%	97%	Staffing shortfalls are addressed on the FR and SSO tables.
EM Headquarters	EM-HQ	62	9	53	0	0	100%	15%	100%	
EM Totals		525	333	159	7	33	94%	63%	92%	
Others										
Health, Safety and Security	HSS	96	79	16	0	1	99%	82%	99%	Action in progress to fill 1 vacancy.
Chief Nuclear Safety CTA Staff	CNS	9	6	2	2	1	89%	67%	67%	CNS staff dual qualify as STSM and Headquarters SSO. Candidates are being evaluated for 1 seismic engineer position.
Idaho Operations Office	NE-ID	127	107	16	0	4	97%	84%	97%	Need FTE Allowance to recruit 1 additional SSO. 1 FTE reassigned within NE-ID to qualify as SSO/NSS beginning in April 2008. Recruiting to fill open Assistant Manager position.
Oak Ridge Office	OR	173	142	21	0	10	94%	82%	94%	Anticipate filling the following positions during FY 2008: One STSM, two Facility Representatives, one SSO, one General Engineer, one Health Physicist, two Industrial Hygienists, one General Safety and Health position, and one Lead Safety Basis Reviewer. Other needs are met with contractor support, personnel from other DOE sites, and/or contract consultants.
Pacific Northwest Site Office (SC)	PNSO	6	4	1	0	1	83%	67%	83%	Candidate for 1 SSO vacancy selected; reporting date 4-13-08. Additional SSO support is provided by the SC Integrated Support Center.
Others Totals		411	338	56	2	17	96%	82%	95%	
DOE Total		1465	998	354	34	113	92%	68%	90%	
DOE Goals		-	-	-				-	80%	

Notes:

1. The 2007 Annual Workforce Analysis and Staffing Plan specified a total of 10525 FTEs needed for essential (TQP) positions. Since that time LASO has obtain 3 more Nuclear Safety Specialist (NSS) slots, which is why Column C now is 108 instead of 105.

2. LASO has the highest number of vacancies of any NNSA site, having added needed TQP capabilities in Technical Program Management, Federal Project Directors, S&S, NSS and Radiation Protection. Loss of certain retention incentives may be contributing to the number of vacancies. These two factors combine to make LASO percentages challenging.

Status of Qualifications in the Facility Representative (FR) Program

March 31, 2008

Update Frequency: Quarterly

OVERALL FACILITY REPRESENTATIVE (FR) PERSONNEL QUALIFICATIONS										
Office		Number of FRs Needed (e.g. Based on Annual Workforce Analysis) (C)	Number of FRs Staffed by Onboard, Fully Qualified Personnel (D)	Number of FRs for Which Onboard Staff are Engaged in Initial Qualification, or are Overdue Either for Initial Qualification or Requalification (Includes Column F) (E)	Number of FRs for Which Onboard Staff are Overdue to Complete Initial Qualification or Requalification (F)	Staffing Shortfall, i.e. Number of FRs for Which Personnel are Not Onboard =C-(D+E)	Percentage of Capabilities for Which Staff are Onboard =(D+E)/C	Percentage of Capabilities Staffed by Onboard, Fully Qualified Personnel =D/C	Percentage of Capabilities for Which Onboard Staff Are Either Fully Qualified or on Schedule for Qualification =((D+E)-F)/C	Comments
National Nuclear Security Administration (NNSA)										
Los Alamos Site Office	LASO	14	8	3	1	3	79%	57%	71%	Two onboard LASO personnel are expected to be internally transferred to the FR Team in the 3rd Quarter FY 2008, thereby filling 2 of the FR vacancies.
Livermore Site Office	LSO	7	5	2	1	0	100%	71%	86%	
Nevada Site Office	NSO	8	6	2	0	0	100%	75%	100%	
Pantex Site Office	PXSO	10	6	4	0	0	100%	60%	100%	
Savannah River Site Office	SRSO	4	3	1	0	0	100%	75%	100%	
Sandia Site Office	SSO	11	10	1	1	0	100%	91%	91%	
Y-12 Site Office	YSO	14	11	2	0	1	93%	79%	93%	1 FR needed to support UPF project.
NNSA Totals		68	49	15	3	4	94%	72%	90%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	2	1	1	0	0	100%	50%	100%	1 FR reported March 24, 2008 and is in qualification. 1FR has been granted a 6 month extension.
CBC and OSS&SP Field Personnel	CBC & OSSSP	6	5	0	0	1	83%	83%	83%	Second FR is needed at WVDP following transfer to SPRU. 1 FR is in qualification (GJO) but not yet needed. 1 FR position has been advertised. EMCBC Cadre FR at PPPO is not included here.
Office of River Protection	ORP	14	12	0	0	2	86%	86%	86%	
Portsmouth/Paducah Project Office	PPPO	6	4	0	0	2	67%	67%	67%	PPPO has a continuous posting for the two FR positions.
Richland Operations Office	RL	19	19	0	0	0	100%	100%	100%	
Savannah River Ops. Office	SR	34	25	3	0	6	82%	74%	82%	3 positions will be filled by EM Career Interns; 3 will be filled by internal re-assignments or external staffing actions.
EM Totals		81	66	4	0	11	86%	81%	86%	
Others										
Health, Safety and Security	HSS	1	1	0	0	0	100%	100%	100%	
Idaho Operations Office	NE-ID	23	22	1	0	0	100%	96%	100%	
Oak Ridge Office	OR	23	17	4	0	2	91%	74%	91%	Anticipate filling 2 positions during FY08.
Pacific Northwest Site Office (SC)	PNSO	3	2	1	0	0	100%	67%	100%	
Others Totals		50	42	6	0	2	96%	84%	96%	New FR reported on March 16, 2008; requalification in process.
DOE Total		199	157	25	3	17	91%	79%	90%	

Notes:

Status of Qualifications in the Senior Technical Safety Manager (STSM) Program

March 31, 2008

Update Frequency: Quarterly

OVERALL SENIOR TECHNICAL SAFETY MANAGER (STSM) PERSONNEL QUALIFICATIONS										
Office		Number of STSMs Needed (e.g. Based on Annual Workforce Analysis) (C)	Number of STSMs Staffed by Onboard, Fully Qualified Personnel (D)	Number of STSMs for Which Onboard Staff are Engaged in Initial Qualification, or are Overdue Either for Initial Qualification or Requalification (Includes Column F) (E)	Number of STSMs for Which Onboard Staff are Overdue to Complete Initial Qualification or Requalification (F)	Staffing Shortfall, i.e. Number of STSMs for Which Personnel are Not Onboard =C-(D+E)	Percentage of Capabilities for Which Staff are Onboard =(D+E)/C	Percentage of Capabilities Staffed by Onboard, Fully Qualified Personnel =D/C	Percentage of Capabilities for Which Onboard Staff Are Either Fully Qualified or on Schedule for Qualification =(D+E-F)/C	Comments
National Nuclear Security Administration (NNSA)										
Los Alamos Site Office	LASO	8	3	4	0	1	88%	38%	88%	One additional STSM position (Facilities Operations Branch Assistant Manager) has been approved and will be filled in May 2008.
Livermore Site Office	LSO	8	5	2	0	1	88%	63%	88%	LSO Deputy Manager position on hold.
Nevada Site Office	NSO	9	3	4	0	2	78%	33%	78%	NSO will likely fill the 8th and 9th STSM positions and Technical Trainer position by the end of FY08 Q3.
Pantex Site Office	PXSO	7	2	3	0	2	71%	29%	71%	Deputy Site Manager position is posted; will close in April. HQ ERB has approved SSTA position; the announcement is pending.
Savannah River Site Office	SRSO	2	1	0	0	1	50%	50%	50%	Currently recruiting for Assistant Manager for Mission Assurance. There are 2 additional fully qualified STSMs in the organization.
Sandia Site Office	SSO	4	4	0	0	0	100%	100%	100%	
Y-12 Site Office	YSO	7	6	0	0	1	86%	86%	86%	Lead SSO position vacant due to retirement; recruitment in progress.
NNSA Headquarters	NA-HQ	45	29	16	9	0	100%	64%	80%	
NNSA Service Center	NA-SC	11	9	2	0	0	100%	82%	100%	
NNSA Totals		101	62	31	9	8	92%	61%	83%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	4	4	0	0	0	100%	100%	100%	
CBC and OSS&SP Field Personnel	CBC & OSSSP	9	3	6	0	0	100%	33%	100%	3 STSMs are newly qualified. 4 previously qualified STSMs are requalifying to new requirements.
Office of River Protection	ORP	10	6	2	0	2	80%	60%	80%	
Portsmouth/Paducah Project Office	PPPO	6	3	1	0	2	67%	50%	67%	Portsmouth Site Lead and Senior Technical Advisor positions will be STSM qualified. One qualified STSM position requires requalification.
Richland Operations Office	RL	4	3	1	1	0	100%	75%	75%	
Savannah River Ops. Office	SR	22	18	4	0	0	100%	82%	100%	
EM Headquarters	EM-HQ	19	4	15	0	0	100%	21%	100%	
EM Totals		74	41	29	1	4	95%	55%	93%	
Others										
Health, Safety and Security	HSS	18	11	7	0	0	100%	61%	100%	Three HSS Managers completed the STSM course and need to complete their oral boards; 2 are on schedule to take the STSM course; and 1 is waiting to be scheduled for the STSM course.
Chief Nuclear Safety CTA Staff	CNS	9	6	2	2	1	89%	67%	67%	CNS staff dual qualify as STSM and Headquarters SSO.
Idaho Operations Office	NE-ID	10	8	1	0	1	90%	80%	90%	Recruiting to fill Assistant Manager position.
Oak Ridge Office	OR	22	16	5	0	1	95%	73%	95%	Anticipate filling 1 STSM position during FY08.
Pacific Northwest Site Office (SC)	PNSO	2	2	0	0	0	100%	100%	100%	
Others Totals		61	43	15	2	3	95%	70%	92%	
DOE Total		236	146	75	12	15	94%	62%	89%	

Notes:

Status of Qualifications in the Nuclear Safety Specialist (NS) Program

March 31, 2008

Update Frequency: Quarterly

OVERALL NUCLEAR SAFETY SPECIALIST (NS) PERSONNEL QUALIFICATIONS										
Office		Number of NSs Needed (e.g. Based on Annual Workforce Analysis) (C)	Number of NSs Staffed by Onboard, Fully Qualified Personnel (D)	Number of NSs for Which Onboard Staff are Engaged in Initial Qualification, or are Overdue Either for Initial Qualification or Requalification (Includes Column F) (E)	Number of NSs for Which Onboard Staff are Overdue to Complete Initial Qualification or Requalification (F)	Staffing Shortfall, i.e. Number of NSs for Which Personnel are Not Onboard =C-(D+E)	Percentage of Capabilities for Which Staff are Onboard =(D+E)/C	Percentage of Capabilities Staffed by Onboard, Fully Qualified Personnel =D/C	Percentage of Capabilities for Which Onboard Staff Are Either Fully Qualified or on Schedule for Qualification =((D+E)-F)/C	Comments
<u>National Nuclear Security Administration (NNSA)</u>										
Los Alamos Site Office	LASO	15	4	3	0	8	47%	27%	47%	One of the present 8 NSS vacancies on the LASO Safety Basis Team will be filled by the end of April 2008.
Livermore Site Office	LSO	4	3	1	0	0	100%	75%	100%	
Nevada Site Office	NSO	4	4	0	0	0	100%	100%	100%	One person transferred to Mechanical SSO position to bolster SSO staffing. Open NS position is currently unfunded.
Pantex Site Office	PXSO	8	6	1	0	1	88%	75%	88%	
Savannah River Site Office	SRSO	1	0	1	0	0	100%	0%	100%	NSS shortfall in review through SBP Staffing Analysis.
Sandia Site Office	SSO	4	3	0	0	1	75%	75%	75%	
Y-12 Site Office	YSO	4	4	0	0	0	100%	100%	100%	1 NSS was promoted and is now pursuing STSM qualification. 3 new NSS are being hired.
NNSA Headquarters	NA-HQ	9	2	7	1	0	100%	22%	89%	
NNSA Service Center	NA-SC	7	6	0	0	1	86%	86%	86%	
NNSA Totals		56	32	13	1	11	80%	57%	79%	
<u>Environmental Management (EM)</u>										
Carlsbad Field Office	CBFO	2	2	0	0	0	100%	100%	100%	Includes ABSTA/NSS and 1 half-time NSS that is also a 1/2 time SSO. See Note 1.
CBC and OSS&SP Field Personnel	CBC & OSSSP	0	0	0	0	0	N/A	N/A	N/A	
Office of River Protection	ORP	8	5	3	0	0	100%	63%	100%	SSO serving as nuclear safety lead with support from subcontractors.
Portsmouth/Paducah Project Office	PPPO	1	1	0	0	0	100%	100%	100%	
Richland Operations Office	RL	4	4	0	0	0	100%	100%	100%	Column "D": includes 5 qualified NSS participants, designated to a different FAQ that are being utilized as an added resource.
Savannah River Ops. Office	SR	22	18	4	0	0	100%	82%	100%	
EM Headquarters	EM-HQ	1	1	0	0	0	100%	100%	100%	
EM Totals		38	31	7	0	0	100%	82%	100%	
<u>Others</u>										
Health, Safety and Security	HSS	12	10	2	0	0	100%	83%	100%	1 FTE reassigned within NE-ID to qualify as SSO/NSS beginning in April 2008. 7 of 11 NS have dual roles and are reported in more than one category in the Annual FTCP Workforce Analysis and Staffing Report. NS provided by SC Integrated Support Center.
Idaho Operations Office	NE-ID	12	10	1	0	1	92%	83%	92%	
Oak Ridge Office	OR	11	11	0	0	0	100%	100%	100%	
Pacific Northwest Site Office (SC)	PNSO	0	0	0	0	0	N/A	N/A	N/A	
Others Totals		35	31	3	0	1	97%	89%	97%	
DOE Total		129	94	23	1	12	91%	73%	90%	

Notes:

Note 1: Applies only to WVDP. Two employees are secondarily qualified but have no time to dedicate to it currently. Short-term needs are being filled with expertise from HQ and/or CBC personnel supplemented by a support services contractor. If need increases, consideration of hiring a FTE may be warranted.

Status of Qualifications in the Safety System Oversight (SSO) Program

March 31, 2008

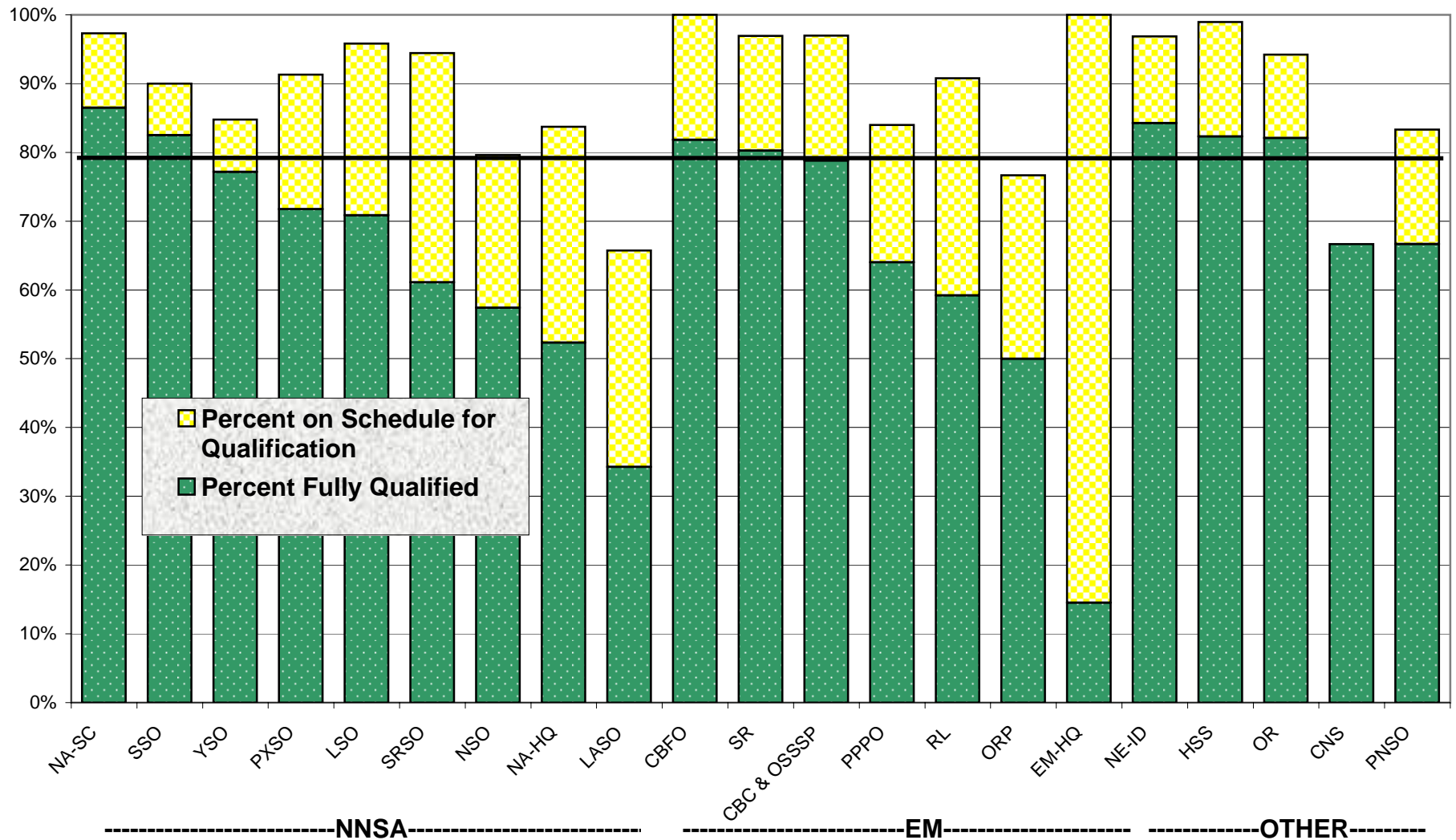
Update Frequency: Quarterly

OVERALL SAFETY SYSTEM OVERSIGHT (SSO) PERSONNEL QUALIFICATIONS										
Office		Number of SSOs Needed (e.g. Based on Annual Workforce Analysis) (C)	Number of SSOs Staffed by Onboard, Fully Qualified Personnel (D)	Number of SSOs for Which Onboard Staff are Engaged in Initial Qualification, or are Overdue Either for Initial Qualification or Requalification (Includes Column F) (E)	Number of SSOs for Which Onboard Staff are Overdue to Complete Initial Qualification or Requalification (F)		Percentage of Capabilities for Which Staff are Onboard =(D+E)/C	Percentage of Capabilities Staffed by Onboard, Fully Qualified Personnel =D/C	Percentage of Capabilities for Which Onboard Staff Are Either Fully Qualified or on Schedule for Qualification =(D+E-F)/C	Comments
National Nuclear Security Administration (NNSA)										
Los Alamos Site Office	LASO	6	0	2	0	4	33%	0%	33%	
Livermore Site Office	LSO	3	2	1	0	0	100%	67%	100%	
Nevada Site Office	NSO	4	0	4	4	0	100%	0%	0%	All 4 personnel will complete their SSO qualification in April 2008.
Pantex Site Office	PXSO	5	3	1	0	1	80%	60%	80%	1 position is currently unfunded.
Savannah River Site Office	SRSO	1	1	0	0	0	100%	100%	100%	
Sandia Site Office	SSO	2	2	0	0	0	100%	100%	100%	
Y-12 Site Office	YSO	8	4	0	0	4	50%	50%	50%	Fire Protection Engineer will complete SSO qual when initial qualification completed. Lead SSO position recruitment in progress. Two additional SSO positions needed to support future UPF project.
NNSA Totals		29	12	8	4	9	69%	41%	55%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	3	2	1	0	0	100%	67%	100%	CBFO impacted by attrition. 2 personnel are undergoing qualification who will share SSO responsibilities with other activities later. Includes 1 half-time SSO that is also half-time NSS.
Office of River Protection	ORP	12	4	3	0	5	58%	33%	58%	
Portsmouth/Paducah Project Office	PPPO	1	1	0	0	0	100%	100%	100%	SSO qualified under Nuclear & Criticality Safety Technical Qualification, with CTA Qualifying Official review for NS TQP in accordance with DOE O 413.3A.
Richland Operations Office	RL	6	5	1	0	0	100%	83%	100%	
Savannah River Ops. Office	SR	22	17	4	0	1	95%	77%	95%	Shortfall will be advertised.
EM Totals		44	29	9	0	6	86%	66%	86%	
Others										
Chief Nuclear Safety CTA Staff	CNS	9	7	1	1	1	89%	78%	78%	CNS staff dual qualify as STSM and Headquarters SSO
Idaho Operations Office	NE-ID	10	7	1	0	2	80%	70%	80%	Need FTE Allowance to recruit 1 additional SSO. 1 FTE reassigned within NE-ID to qualify as SSO/NSS beginning in April 2008.
Oak Ridge Office	OR	4	3	0	0	1	75%	75%	75%	Anticipate filling 1 SSO position during FY08.
Pacific Northwest Site Office (SC)	PNSO	1	0	0	0	1	0%	0%	0%	Candidate for 1 SSO vacancy selected; reporting date 4-13-08. Additional SSO support is provided by the SC Integrated Support Center.
Others Totals		24	17	2	1	5	79%	71%	75%	
DOE Total		97	58	19	5	20	79%	60%	74%	

Notes:

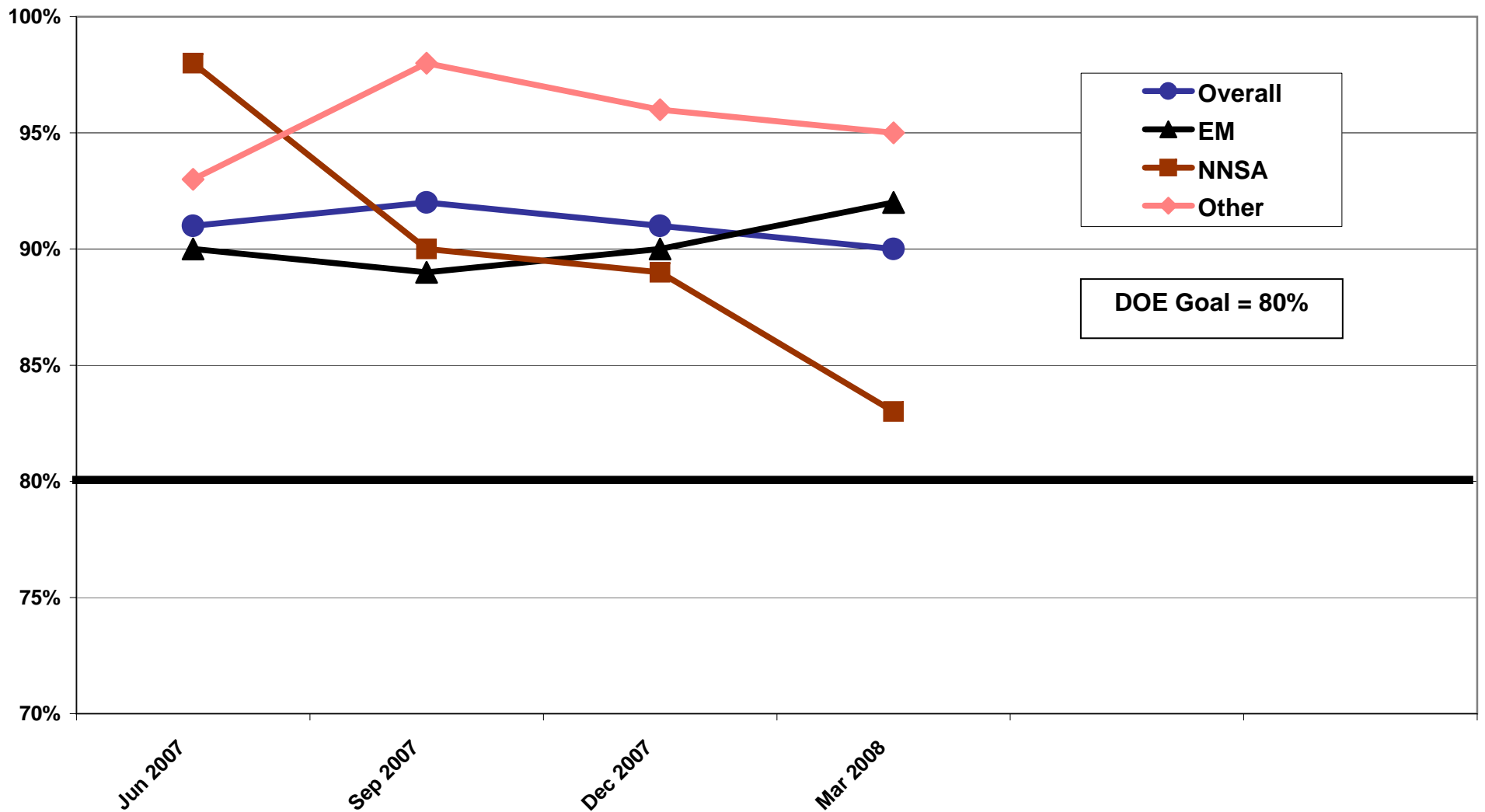
TQP - Qualified & on Schedule for Qualification by Office - March - 2008

(Does Not Include 34 Persons Who Are Overdue to Complete Qualification/Requalification)



Overall TQP Qualification Trend

Percentage of Capabilities for Which Personnel are Qualified or On Schedule to Qualify



Staffing Shortfall (Capabilities for Which Personnel Are Not Onboard)

